

## **ENVIRONMENT, HEALTH AND SAFETY (EHS) POLICY**

As part of its strategic commitment on sustainability, Fresenius Kabi Oncology Limited (FKOL) continue to strive for excellence and leadership in the field of Environment, Health and Safety (EHS) to protect the environment in which we operate and to ensure the health and safety of our employees, community, customers and other stakeholders. We at FKOL firmly believe that a strong culture of EHS management affirms its corporate commitments toward business excellence.

The scope and context of this policy covers Fresenius Kabi Oncology Limited which includes production unit of Active Pharmaceutical Ingredients and Excipients at Kalyani (West Bengal), Liquid & Solid Pharmaceutical at Baddi (Himachal Pradesh) and Innovation & Development Centre at Gurgaon (Haryana).

We commit ourselves to:

- Comply with the global EHS Fresenius Kabi policy
- Comply with relevant legislations and other requirements / standards and achieve beyond legislative requirements related to environmental health & occupational safety and we all at FKOL are responsible and accountable for the implementation of this policy.
- Continuously improve our EHS performance based on technological advancements, customer needs and stakeholders' expectations through strategic EHS objectives, to be reviewed annually.
- Protect the health of all the members of the organization by preventing work-related injuries, ill-health, diseases and incidents by implementing the hierarchy of controls.
- Protect environment by preventing of pollution, using natural resources responsibly and sustainably, re-using and recycling where possible and identifying environmental aspects and impacts.
- Provide adequate resources and support for planning, maintenance and creating safe working conditions across FKOL and conduct management programs, audits and periodic reviews towards improving EHS objectives and targets.
- Identify and manage risks and opportunities by appropriate methods and techniques including internal & external audits and to take remedial measures to mitigate the risks.

**Fresenius Kabi Oncology Limited**

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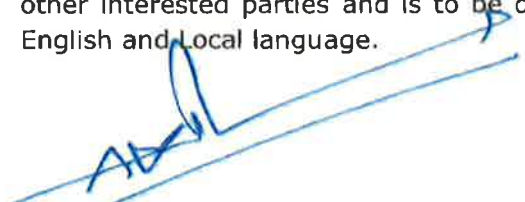
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- Participation and consultation from employees, workers and stakeholders to improve EHS performance by fostering a spirit of participation in our EHS compliance, Safety committee and conservation efforts.
- Provide training, information, instruction and adequate supervision to our employees, contractors and suppliers to do their jobs in a safe and healthy environment and keep everybody informed on Safety and Health aspects related to our operations and environmental protection requirements.
- Ensure that goods and services are procured in a sustainable manner and encourage our suppliers and contractors to improve their own environmental performance
- Incorporate key performance indicators for EHS performance to monitor trends and create improvement plans for continuously upgrading the sustainability by including the EHS performance in our annual report.

This Policy as well as all EHS management activities will be checked and reviewed annually. If necessary, we adapt them according to the changes of compliance obligations and the context of our organization.

This Policy is made available and communicated to all employees, management, stakeholder and other interested parties and is to be displayed at different locations of FKOL premises in both English and Local language.



ARVIND KUMAR SHARMA  
Managing Director  
Fresenius Kabi Oncology Limited  
Date: 01 Dec. 2020  
Gurgaon